

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

HR COMMITTEE MEMBERS PRESENT: Marsik; Duchac, Frohling, Greshay and Schmidt.

Minutes of the regular meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Tuesday, September 15, 2015 at 9:00 A.M., in meeting room 4C located on the fourth floor of the Administration Building.

ALSO PRESENT: Sarah Eske, HR Director; Jim Mielke, County Administrator; Brian Field, Highway Commissioner; Angi Zilliox, HR Specialist; Shelby Miller, HR Assistant II.

Meeting called to order by Marsik at 9:00 a.m.

Roll call was taken. All members present.

Eske verified that the meeting was noticed in compliance with the Open Meetings Law.

Motion by Greshay to approve the agenda and allow the Chairperson to go out of order to efficiently conduct the meeting. Second by Schmidt. Motion carried.

Marsik asked if anyone present had any public comments. None.

Field addressed the Committee with a request to allow donations of sick time for an employee of the Highway who has a serious health condition that will require him to be out of work for an extended period of time. Field explained that this employee will exhaust his available paid time during this period.

Motion by Greshay to approve the request for donations of sick leave under the established guidelines and by doing so does not establish a practice or precedent. Second by Frohling. Motion carried.

Motion by Duchac to approve the minutes of the September 1, 2015 regular meeting of the Human Resources and Labor Negotiations Committee as corrected. Second by Frohling. Motion carried.

Motion by Frohling to approve the minutes of the September 9, 2015 special meeting of the Human Resources and Labor Negotiations Committee as corrected. Second by Schmidt. Motion carried.

Eske gave the Committee an update on the Kronos Project.

Personnel Requisitions: None.

Leave of Absence: Eske explained that an employee of the Highway Department has requested a leave of absence for the birth of a child. Eske explained that this employee has not been employed with the County for at least one (1) year and therefore does not qualify for FMLA. Eske stated the employee has medical support.

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Motion by Greshay to approve the leave of absence as presented. Second by Duchac.
Motion carried.

The Committee reviewed the Salary, Wage, and Status changes as presented.

STEP INCREASE – UNION: Dustin C. Waas, Traffic Patrol Officer, Sheriff's Department, \$27.16, Pay Grade SSU04, Step 2M06, 09/09/15. STEP INCREASE: John A. Siedschlag, Mechanic III – Lead, Physical Facilities, \$23.08, Pay Grade DC07, Step ST02, 09/08/15; Kevin M. Kuehl, Correctional Officer, Sheriff's Department, \$19.29, Pay Grade DC04, ST06, 10/23/15; Aaron M. Potratz, Jail Supervisor, Sheriff's Department, \$28.09, Pay Grade DC08, ST06, 10/05/15; Matthew W. Yuenger, Foreman – West, Highway Department, \$23.08, Pay Grade DC07, ST02, 09/01/15; William H. Uecker, County Patrolman – East, Highway Department, \$22.13, Pay Grade DC04, S13A, 10/31/15; Dean A. Sawyer, State Patrolman – West, Highway Department, \$21.90, Pay Grade DC04, S12B, 10/28/15; Gillian T. Durni, Social Worker II – CPS Investigator – Intake, Human Services & Health, \$25.64, Pay Grade DC07, ST06, 05/24/15; Julie L. Zemke, Psychiatric Therapist II, Human Services & Health, \$27.04, Pay Grade DC09, ST02, 10/13/15; Mark A. Bebel, HS Supervisor – CPS – Intake, Human Services & Health, \$35.06, Pay Grade DC10, S10A, 08/15/15. None.

The Committee reviewed the Orientation Period Reports as presented.

Committee Member Reports: Marsik indicated he would like to see the difference in the total cost to Dodge County for the 2016 Delta Dental self-insured dental plan versus the WI Department of Employee Trust Funds (ETF) health insurance with dental insurance option. Eske stated she will provide these figures to Marsik prior to tonight's County Board meeting. Eske explained the differences between Dodge County's current coverage and the coverage that is being offered through the ETF dental insurance plan.

HR Director's Report:

- a) Disciplinary Actions: None.
- b) Grievances and Arbitrations: Eske informed the Committee that Sheriff's Department Management and the Sworn Union settled a grievance from an employee of the Sworn Union regarding assigning overtime for special assignments.

Eske informed the Committee that Sheriff Dale Schmidt informed employees of a change to the uniform policy which will require new uniforms to be purchased. The Sworn Union filed a class action grievance. Eske stated she will try to schedule the grievance hearing before this Committee at one of the regular meetings in October.

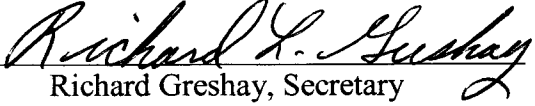
Future Agenda Items: Assembly Bill 269 relating to funding postretirement health care benefits to local government employees.

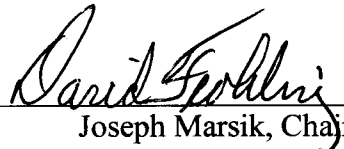
Future Meeting Dates and Times:

The next scheduled meetings of the Human Resources and Labor Negotiations Committee are regular meetings on **October 6, 2015 and October 20, 2015 at 9:00 a.m.**, which will be held in room 4C of the Administration Building.

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Meeting adjourned by order of the Chair at 9:35 a.m.


Richard Greshay, Secretary

 Vice Chr.
Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.